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Follow-up to the Fourth World Conference on Women and to the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century": review of gender mainstreaming in entities of the United Nations system

Improvement of the status of women in the United Nations system

Report of the Secretary-General

Summary

Pursuant to General Assembly resolution 56/126 of 19 December 2001, the present report provides information on the representation of women in the Secretariat, as well as information on progress achieved in implementing gender equality goals in the staffing of organizations of the United Nations system. As of 30 November 2001, 40.4 per cent of Professional and higher-level staff on geographical appointments in the Secretariat were women. Women constituted 34.6 per cent of Professional and higher-level staff in the larger population of staff in the Secretariat with appointments of one year or more.

* E/CN.6/2002/1.

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Abbreviations

DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGAACS	Department of General Assembly Affairs and Conference Services
DM	Department of Management
DM/OCSS	Department of Management/Office of Central Support Services
DM/OHRM	Department of Management/Office of Human Resources Management
DM/OPPBA	Department of Management/Office of Programme Planning, Budget and Accounts
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD*	Department of Peacekeeping Operations/Field Administration and Logistics Division
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
INTERORG	Interorganizational bodies Joint Inspection Unit Secretariat of the United Nations System Chief Executives Board for Coordination (CEB) International Computing Centre Information Systems Coordination Committee
OCHA	Office for the Coordination of Humanitarian Affairs
ODCCP	Office of Drug Control and Crime Prevention
OHCHR	Office of the United Nations High Commissioner for Human Rights
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OSG	Office of the Secretary-General
OSRGCAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
REGCOM	Regional Commissions Liaison Office
UNCC	United Nations Compensation Commission

UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNOG	United Nations Office at Geneva
UNOIP	Office of the Iraq Programme
UNON	United Nations Office at Nairobi
UNOSC	Office of the United Nations Security Coordinator
UNOV	United Nations Office at Vienna

* All staff with appointments of one year or more assigned to peacekeeping and other special missions.

I. Introduction

1. In paragraph 11 of its resolution 56/127 of 19 December 2001 on the improvement of the status of women in the United Nations system, the General Assembly requested the Secretary-General to report on the implementation of the resolution, inter alia, by providing up-to-date statistics on the number and percentage of women in all organizational units and at all levels throughout the United Nations system, to the Commission on the Status of Women at its forty-sixth session. In paragraph 2, the Assembly reaffirmed the urgent goal of achieving 50/50 gender distribution in all categories of posts within the United Nations system, especially at senior and policy-making levels, with full respect for the principle of equitable geographical distribution, in conformity with Article 101, paragraph 3, of the Charter of the United Nations and also taking into account the continuing lack of representation or underrepresentation of women from certain countries, in particular from developing countries and countries with economies in transition. In paragraph 4, the Assembly expressed its regret that the goal of gender balance had not been met by the end of 2000 and urged the Secretary-General to redouble his efforts to realize significant progress towards that goal in the near future.

2. In paragraph 3 (c), the General Assembly welcomed the inclusion of the objective of improving gender balance in action plans on human resources management for individual departments and offices and encouraged further cooperation, including the sharing of best practice initiatives, between heads of departments and offices, the Special Adviser on Gender Issues and the Advancement of Women and the Office of Human Resources Management of the Secretariat in the implementation of those plans, which include specific targets and strategies for improving the representation of women in individual departments.

3. In paragraph 6 (c), the General Assembly requested the Secretary-General to continue to monitor closely the progress made by departments and offices in meeting the goal of gender balance and to ensure that the appointment and promotion of women would not be less than 50 per cent until the goal of 50/50 gender distribution is met, including through full implementation of the special measures for women and the assessment of the performance of managers in meeting targets for improving women's representation.

4. In paragraph 6 (a), the General Assembly requested the Secretary-General to develop innovative recruitment strategies to identify and attract suitably qualified women candidates, particularly from and in developing countries and countries with economies in transition, other Member States that are unrepresented or underrepresented in the Secretariat and in occupations in which women are underrepresented. In paragraph 6 (b), the Assembly encouraged the United Nations system, its agencies and departments to make more effective use of existing information technology resources and systems and other established methods to disseminate information about employment opportunities for women and to better coordinate rosters of potential women candidates. In paragraph 10 (a), the Assembly also strongly encouraged Member States to support the efforts of the United Nations and the specialized agencies to achieve the goal of 50/50 gender distribution, especially at senior and policy-making levels, by identifying and regularly submitting more women candidates for appointment to positions in the United Nations system, including in areas in which women are underrepresented, such as peacekeeping, peace-building and other non-traditional areas, and by proposing national recruitment sources that would assist the organizations of the United Nations system in identifying suitable women candidates.

5. In paragraph 6 (e), the General Assembly requested the Secretary-General to intensify his efforts to create, within existing resources, a gender-sensitive work environment supportive of the needs of his staff, both women and men, including through the development of policies for flexible working time, flexible workplace arrangements and child-care and elder-care needs, as well as through the provision of more comprehensive information to prospective candidates and new recruits on employment opportunities for spouses, the provision of support for the activities of women's networks and organizations within the United Nations system and the expansion of gender-sensitivity training in all departments, offices and duty stations. In paragraph 6 (f), the Assembly also requested the Secretary-General to strengthen further the policy against harassment, including sexual harassment, by ensuring the full implementation of the guidelines for its application at Headquarters and in the field, including in peacekeeping operations.

6. Owing to the short time period between the fifty-sixth session of the General Assembly and the opening

of the forty-sixth session of the Commission on the Status of Women, the present report updates information contained in the reports of the Secretary-General on the improvement of the status of women in the United Nations system (A/56/472) and on the composition of the Secretariat (A/56/512). It includes the latest statistics on the representation of women and men in the Secretariat (as of 30 November 2001) as well as information on the work programme for the year 2002.

II. Statistical update

Gender distribution of staff at the Professional and higher levels in the United Nations Secretariat

7. The gender distribution of all staff in the Professional and higher categories with appointments of one year or more is provided in table 1. The table includes (a) staff on appointments subject to geographical distribution; (b) staff with special language requirements; (c) staff on peacekeeping posts or posts financed under the peacekeeping support account; and (d) staff on appointments limited to service with a particular office, mission, fund or programme. The latter three groups of staff are not subject to the system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. The gender distribution of Professional and higher-level staff in the smaller population of staff on geographical appointments is provided in table 2.

Staff on appointments subject to geographical distribution

8. Since 1 January 2001, the increase in the percentage of women on appointments subject to geographical distribution has been small, rising from 39.9 per cent to 40.4 per cent (see table 3). There were 989 women out of a total of 2,447 staff on appointments subject to geographical distribution as of 30 November 2001, compared to 957 women out of 2,400 staff on such appointments as of 31 December 2000. During this period, the percentage of women at the senior and policy-making levels (D-1 and above) on geographical appointments increased slightly, from 32.8 per cent to 33.2 per cent. Over the past year, progress in improving women's representation at these levels has slowed, owing to an increase in the representation of men at the D-1 level. Although the number of women at the D-1 level increased from 78 in December 2000 to 85 in November 2001, the percentage of women at that level declined from 39 per cent to 38.1 per cent owing to the greater increase in the number of men at this level.

Staff on appointments of one year or more

9. In the larger population of staff with appointments of one year or more, the percentage of women declined from 35.5 per cent in December 2000 to 34.6 per cent in June 2001. As of 30 November 2001, the percentage of women remained unchanged at 34.6 per cent (see table 4). The decline of nearly one percentage point over the past year follows a 1.3 percentage point decrease in the year 2000, from 36.8 per cent to 35.5 per cent.

10. The decline is due principally to the significant increase in the number of staff with appointments of one year or more assigned to peacekeeping and other special missions between 1 January 2000 and 30 June 2001 (see table 5). During this period, the number of staff with appointments of one year or more assigned to peacekeeping missions increased from 383 to 1,415. Of the total of 1,032 additional personnel in this category, the gender distribution was as follows: 790 (76.6 per cent) men compared with 242 (23.4 per cent) women.

11. Since 30 June 2001, there has been a slight decline in the population of staff with appointments of one year or more on peacekeeping missions, from 1,415 to 1,378 staff. As of 30 November 2001, the representation of women in this group was 24.3 per cent.[1] Of 91 staff at the D-1 level and above on peacekeeping missions, only 6 (6.6 per cent) were women, all at the D-1 level.

12. Since June 1998, when gender statistics on the larger population of staff with appointments of one year or more were initially reported, the largest percentage increase in the representation of women has been at the D-1 level (see table 6). The number of women at that level increased from 65 in June 1998 to 89 in December 2000, or from 23.7 per cent to 30.3 per cent. Over the past year, however, progress has slowed.

Although the number of women at the D-1 level increased from 89 to 97 in November 2001, the percentage of women at this level declined to 29.6 per cent owing to the significantly greater increase in the number of men at this level. Since December 2000, the increase in the percentage of women at the senior and policy-making levels overall (D-1 and above) has been marginal, rising only from 24.6 per cent to 24.7 per cent as of 30 November 2001.

13. In the 1999 report of the Secretary-General on the composition of the Secretariat (A/54/279 and Corr.1), the Office of Human Resources Management estimated that the Secretariat would not reach the goal of 50/50 gender distribution in the Professional and higher categories before the year 2012 (see para. 46). This projection assumed that the rate of progress in improving women's representation would remain steady at about 1 per cent per year. In view of the 2.2 percentage point decline in women's representation over the past two years, this projection is no longer valid. Although the decline in women's representation is attributable to the expansion of peacekeeping operations, where it has proved difficult to identify and attract sufficient numbers of suitably qualified women candidates, progress in improving women's representation in the remaining departments and offices of the Secretariat has also slowed over the past year. When the number of staff serving with peacekeeping missions is excluded from the population of staff with appointments of one year or more, the representation of women shows negligible change, from 38.1 per cent in December 2000 to 38 per cent in November 2001.

14. As described in the Secretary-General's recent report to the General Assembly on the improvement of the status of women in the United Nations system (A/56/472), steps are being taken to ensure that more systematic attention is paid to gender issues in the staffing of peacekeeping operations. While the creation of a central Intranet/Internet-based roster for civilian candidates and the establishment of policy guidelines for improving gender balance and geographical distribution are important elements of the Secretary-General's global staffing strategy for peacekeeping operations, the success of these initiatives will require determined efforts on the part of the Secretariat to expand sources of personnel from which qualified women candidates can be recruited. The commitment and active support of Member States will also be vital to these efforts.

Women in the General Service and related categories

15. The majority of staff in the General Service and related categories are women (4,124 women compared with 2,814 men). However, while women constitute 62.6 per cent of the staff in the General Service category (4,090 women out of a total of 6,532 staff), they are underrepresented in both the Security and the Trades and Crafts categories, where they account for 8.5 per cent (17 out of 200 staff) and 3.1 per cent (6 out of 191 staff), respectively.

Gender distribution of staff at the Professional and higher levels in organizations of the United Nations common system

16. In compliance with the General Assembly's request in its resolution 55/69 of 4 December 2000, statistics on the gender distribution of Professional and higher-level staff in all organizations of the United Nations common system, as of 1 January 2000, were submitted to the Assembly (see A/56/472). The statistics were provided by the secretariat of the then Administrative Committee on Coordination (ACC) now known as the United Nations System Chief Executives Board for Coordination (CEB), which issues annual statistics on the staff of the United Nations system organizations. The CEB secretariat is currently validating the personnel statistics of the organizations, as of 1 January 2001, for publication in spring 2002. Gender distribution statistics for staff in all organizations of the United Nations common system, as of 1 January 2001, will also be included in the Secretary-General's report to the Assembly at its fifty-seventh session.

III. Progress in implementing gender equality goals in the staffing of organizations of the United Nations system

17. The Secretary-General reports annually to the General Assembly, the Commission on the Status of Women and the Economic and Social Council on progress made in the implementation of the Beijing Declaration and Platform for Action adopted at the

1995 Fourth World Conference on Women,[2] and the outcome of the twenty-third special session of the General Assembly, entitled "Women 2000: gender equality, development and peace for the twenty-first century."[3] The most recent report (E/CN.6/2002/2) is before the Commission at its current session. As the report deals principally with progress made in mainstreaming a gender perspective within the United Nations system, information on progress achieved in implementing gender equality policies in the staffing and management of individual organizations is provided below.

18. The majority of United Nations organizations have set targets for improving women's representation at the Professional and higher levels.

- In 2001, the International Civil Aviation Organization (ICAO) set a minimum target for 2001-2010 of increasing the representation of women by at least 1 per cent each year. The Secretary-General of that organization has requested officers in its Regional Offices to continue their efforts to identify suitably qualified women candidates. Special efforts are also made by the personnel branch of ICAO to identify women candidates in national civil aviation administrations and from among those participating in ICAO meetings.
- The World Intellectual Property Organization has reported progress in improving women's representation at the decision-making levels with the appointment of a woman as Deputy Director-General and the promotion of two women to the D-2 level in 2001.
- The Director-General of the International Atomic Energy Agency (IAEA) presented his biennial report to the IAEA General Conference in September 2001 on women in the Secretariat (GOV/2001/39-GC(45)/22), outlining obstacles faced by the Agency in improving the representation of women and requesting the active support of member States in the recruitment of women candidates.
- In November 2001, the United Nations Development Group, which comprises the major United Nations development programmes, funds and agencies as well as Secretariat departments, decided to maintain the target of 50/50 gender distribution for the selection of women in all member organizations of the Group and reaffirmed the principle that 50 per cent of the candidates proposed by member organizations to undertake the competency assessment for Resident Coordinator positions must be women.
- Over the past year, the United Nations Development Programme (UNDP) has redoubled its efforts to meet the goal of gender balance in the staffing of the Organization: 29 of the 56 staff members (51.8 per cent) included in the 2001 promotion register for posts at the P-2 to D-1 levels were women and 10 of the 19 staff members (52.6 per cent) recruited through the UNDP Leadership Development Programme for young development professionals, were women. As of 30 September 2001, 27 of the 115 personnel (23.5 per cent) serving as UNDP Resident Representatives and United Nations Resident Coordinators were women.

IV. Work programme for 2002

19. During 2002, priority will be assigned to the development of strategies to expand the supply of women candidates for vacancies in the Secretariat, including in peacekeeping and other special missions. Particular attention will be paid to the identification of women candidates in Member States that are unrepresented or underrepresented in the Secretariat and in occupations in which women are underrepresented. The Office of the Special Adviser on Gender Issues and Advancement of Women will also work closely with the Department of Peacekeeping Operations and the Office of Human Resources Management in the preparation of guidelines to ensure that selection criteria pay due regard to gender balance and geographical distribution.

20. Under the Human Resources Action Plans for 2001-2002, heads of departments and offices have set targets for the selection of women candidates over the plan period. The performance of departments and offices in meeting these targets in 2001 will be evaluated by the Office of Human Resources Management and the Office of the Special Adviser on Gender Issues and Advancement of Women in the coming year. In view of the decline in women's representation at the D-1 level, particular attention will be paid to the improvement of women's representation at this level. Attention will also be paid to the

identification of possible underlying causes for the decline in women's representation at this level. Information on the performance of individual departments will be included in the report of the Secretary-General to the General Assembly at its fifty-seventh session.

21. During the coming year, priority will also be assigned to the improvement and streamlining of United Nations policies to prevent and handle harassment, including sexual harassment. These policies are under review by an inter-agency working group established in June 2001 by the Special Adviser on Gender Issues and Advancement of Women. Other elements of the Secretary-General's strategy for the achievement of gender equality that will be pursued in the coming year include steps towards improving work/life balance policies. A worldwide survey of staff in the Secretariat to obtain information on the work/life conditions that are of the greatest concern to staff will be conducted by the Office of Human Resources Management. The results of the survey will be reviewed with a view to improving work/life conditions for staff.

Notes

[1] In presenting statistics on the representation of staff assigned to peacekeeping and other special missions, it is important to point out that the number of staff with appointments of one year or more represents only a segment of the total population of staff on mission. As of 30 November 2001, a total of 1,894 Professional and higher-level staff were serving with peacekeeping and other special missions. Of this total, 516 staff (27.2 per cent) had appointments of less than one year. Of the total number of staff with appointments of less than one year, 140 (27.1 per cent) were women. Women accounted for 25.1 per cent of the total population of Professional and higher-level staff on mission.

[2] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annexes I and II.

[3] See resolution S-23/3, annex.

Table 1
Gender distribution of all Professional and higher-level staff with appointments of one year or more in the United Nations Secretariat, by department or office and by grade, as of 30 November 2001

Department/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND	Percent
Office	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	Women
regcom								1	1					1					1	2	3	66.7%
unflp					1				1	1	1	4							3	5	8	62.5%
dm	1				2		3	2	4	7	3	4	2	2	1	3			16	18	34	52.9%
dm/oppba			1		4		2	3	8	8	15	20	15	16	5	8			50	55	105	52.4%
dpi					5	1	7	8	22	13	31	33	31	43	19	20			115	118	233	50.6%
dm/ohrm				1	1	2	3	1	6	9	14	10	7	7	4	3			35	33	68	48.5%
desa	1		1	1	7	2	16	14	31	25	35	42	26	21	16	18			133	123	256	48.0%
ola	1		1		2	1	4	3	12	5	12	8	9	13	5	11			46	41	87	47.1%
interorg					2		3		1	2		2	1	2					7	6	13	46.2%
ohchr		1	1		2		1	3	7	7	18	6	14	17	6	8			49	42	91	46.2%
osg	1	1	1	1	3	3	4	2	6	1	5	3	3	6		1			23	18	41	43.9%
dgaacs	1		1		3		7	7	62	41	130	82	112	91	10	10			326	231	557	41.5%
uncc			1		2		4		4	3	7	7	41	20	14	21	1		74	51	125	40.8%
odccp	1				1	1	12	2	23	5	25	14	12	19	3	11			77	52	129	40.3%
osrsgcac	1										1	1	1	1					3	2	5	40.0%
unolp	1				1		1		2	1	3	3	3	2	1	2			12	8	20	40.0%
ocha	1				3	1	5		11	4	10	5	10	10	2	7			42	27	69	39.1%
olos	1					1	2	2	7	3	22	12	10	6	5	6			47	30	77	39.0%
escwa		1				1	5	2	17	3	22	6	8	13	3	6			55	32	87	36.8%
eclac	1				1		5	6	15	5	32	16	22	16	18	11			94	54	148	36.5%
unov					1	1	2	2	10	8	31	14	15	9	4	2			63	36	99	36.4%
unog	1					2	8	2	29	25	85	45	79	37	9	9			211	120	331	36.3%
unon							2		3		25	9	17	15	9	7			56	31	87	35.6%
dpa	2		3		7	2	8	6	14	12	19	8	11	8	6	3	1		71	39	110	35.5%
dda	1				2		1	1	4	4	4	2	4	1	1	1			17	9	26	34.6%
unosc								1	2		2	1							4	2	6	33.3%
unep	1		1		9	1	31	6	39	9	68	27	50	35	10	15		1	209	94	303	31.0%
unctad	1		1		2		11	2	33	8	32	13	32	25	17	10			129	58	187	31.0%
escap	1					1	9	2	18	5	38	11	31	14	11	15			108	48	156	30.8%
dpko	2		2		3		7	2	14	8	79	23	57	33	4	8			168	74	242	30.6%
eca	1					1	12	2	27	5	29	18	36	17	11	5			116	48	164	29.3%
ece					1		4	3	16	5	23	6	17	8	6	5			67	27	94	28.7%
unchs				1			3	1	7	3	14	4	13	3	4	4			41	16	57	28.1%
dm/ocss			1		2		6	2	16	3	21	10	26	7	9	6			81	28	109	25.7%
dpkofald	8		18		20		39	6	107	13	325	78	362	128	157	92	7	18	1043	335	1378	24.3%
unmovic	1						4	3	13	1	11	1	6	3					35	8	43	18.6%
Total	30	3	33	4	87	21	231	97	592	252	1192	548	1083	649	370	328	9	19	3627	1921	5548	34.6%

Source: Human Resources Planning and Management Information System Service.

Table 2
Gender distribution of all Professional and higher- evel staff with appointments subject to geographical distribution in the United Nations Secretariat, by department or office and by grade, as of 30 November 2001

Department/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND	Percent
Office	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	Women
regcom								1	1					1					1	2	3	66.7%
unmovic								1	1					1					1	2	3	66.7%
interorg					1				1	1				2					2	3	5	60.0%
dpko	1		2		2		3	2	5	7	15	16	8	14	3	8			39	47	86	54.7%
dm	1				2		3	2	3	7	2	3	2	2	1	2			14	16	30	53.3%
dm/oppba			1		4		2	2	7	8	13	18	11	13	5	7			43	48	91	52.7%
dm/ohrm				1	1	2	3	1	5	9	13	10	6	7	4	3			32	33	65	50.8%
dpi					5	1	7	8	22	13	31	32	30	41	19	19			114	114	228	50.0%
unflp					1				1	1		1							2	2	4	50.0%
desa	1		1	1	7	2	16	14	31	25	35	42	26	20	15	18			132	122	254	48.0%
ohchr		1	1		1		1	3	6	5	16	6	12	16	5	7			42	38	80	47.5%
dgaacs	1		1		3		7	7	7	5	6	6	4	7	1	1			30	26	56	46.4%
ola	1		1		2	1	4	3	11	5	10	6	9	10	5	11			43	36	79	45.6%
unep	1				2		2	1	1	3	3	2	1	1		1			10	8	18	44.4%
ocha	1				2	1	5		9	4	5	4	7	9	2	6			31	24	55	43.6%
osg	1	1		1	2	3	4	2	5	1	4	1	1	4					17	13	30	43.3%
dpkofald							4	3	8	1	8	7	12	10	4	3			36	24	60	40.0%
unolp	1								1	1			1	1					3	2	5	40.0%
oios	1						1	2	6	3	16	9	9	5	4	5			37	24	61	39.3%
dpa	1		2		5	2	8	6	11	9	16	8	8	7	3	3			54	35	89	39.3%
unog	1					1	7	2	7	4	14	9	18	13	7	6			54	35	89	39.3%
unon							1		2		4	4	4	2	2	2			13	8	21	38.1%
odccp	1				1		3	1	13		14	10	8	8	1	6			41	25	66	37.9%
escwa		1				1	5	2	17	3	19	5	6	11	3	6			50	29	79	36.7%
dda	1				2		1	1	4	4	4	2	4	1	1	1			17	9	26	34.6%
eclac	1				1		5	6	14	5	30	14	21	13	17	9			89	47	136	34.6%
unov					1	1	2	2	8	2	7	3	4	5	3				25	13	38	34.2%
escap	1					1	9	2	16	5	33	9	24	13	9	15			92	45	137	32.9%
unctad	1		1		2		11	2	33	8	32	13	31	24	17	10			128	57	185	30.8%
unchs				1			2	1	3	1	10	4	7	1	1	2			23	10	33	30.3%
eca	1					1	12	2	27	5	26	16	30	16	9	4			105	44	149	29.5%
ece					1		4	3	16	5	23	6	17	5	6	5			67	24	91	26.4%
dm/ocss			1		2		5	2	12	3	18	8	18	4	9	6			65	23	88	26.1%
unosc								1	2		1								3	1	4	25.0%
uncc			1		1		1												3		3	
osrsgcac																						
Total	18	3	12	4	51	17	138	85	316	153	428	274	339	287	156	166			1458	989	2447	40.4%

Source: Human Resources Planning and Management Information System Service.

Table 3

Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat on appointments subject to geographical distribution, as of 31 December 2000, 30 June 2001 and 30 November 2001

	31 December 2000			*30 June 2001*			*30 November 2001*		
Level	*Men*	*Women*	*% of women*	*Men*	*Women*	*% of women*	*Men*	*Women*	*% of women*
USG	19	3	13.6	19	4	17.4	18	3	14.3
ASG	14	4	22.2	13	4	23.5	12	4	25.0
D-2	54	17	23.9	56	17	23.3	51	17	25.0
D-1	122	78	39.0	132	82	38.3	138	85	38.1
P-5	308	152	33.0	312	149	32.3	316	153	32.6
P-4	418	246	37.0	422	266	38.7	428	274	39.0
P-3	333	288	46.4	347	286	45.2	339	287	45.8
P-2	175	169	49.1	161	175	52.1	156	166	51.6
P-1	-	-	-	-	-	-	-	-	-
Total	**1 443**	**957**	**39.9**	**1 462**	**983**	**40.2**	**1 458**	**989**	**40.4**

Table 4

Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat with appointments of one year or more, as of 31 December 2000, 30 June 2001 and 30 November 2001

	31 December 2000			*30 June 2001*			*30 November 2001*		
Level	*Men*	*Women*	*% of women*	*Men*	*Women*	*% of women*	*Men*	*Women*	*% of women*
USG	32	3	8.6	30	4	11.8	30	3	9.1
ASG	30	4	11.8	33	4	10.8	33	4	10.8
D-2	89	20	18.3	92	20	17.9	87	21	19.4
D-1	205	89	30.3	225	97	30.1	231	97	29.6
P-5	543	244	31.0	582	244	29.5	592	252	29.9
P-4	1 075	500	31.7	1 175	538	31.4	1 192	548	31.5
P-3	937	613	39.5	1 072	628	36.9	1 083	649	37.5
P-2	331	305	48.0	380	351	48.0	370	328	47.0
P-1	7	7	50.0	13	20	60.6	9	19	67.9
Total	**3 249**	**1 785**	**35.5**	**3 602**	**1 906**	**34.6**	**3 627**	**1 921**	**34.6**

Source: Human Resources Planning and Management Information System Service.

Table 5
Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat on appointments of one year or more assigned to peacekeeping and other special missions (DPKO/FALD), as of 1 January 2000, 30 June 2001 and 30 November 2001

	1 January 2000			*30 June 2001*			*30 November 2001*		
Level	*Men*	*Women*	*% of women*	*Men*	*Women*	*% of women*	*Men*	*Women*	*% of women*
USG	4	–	0.0	8	–	0.0	8	–	0.0
ASG	7	–	0.0	17	–	0.0	18	–	0.0
D-2	8	1	11.1	21	–	0.0	20	–	0.0
D-1	18	1	5.3	38	7	15.6	39	6	13.3
P-5	39	4	9.3	107	12	10.1	107	13	10.8
P-4	72	20	21.7	342	87	20.3	325	78	19.4
P-3	87	44	33.6	358	124	25.7	362	128	26.1
P-2	38	35	47.9	163	102	38.5	157	92	36.9
P-1	2	3	60.0	11	18	62.1	7	18	72.0
Total	**275**	**108**	**28.2**	**1 065**	**350**	**24.7**	**1 043**	**335**	**24.3**

Table 6
Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat on appointments of one year or more, as of 30 June 1998, 31 December 1999 and 30 November 2001

	30 June 1998			*31 December 1999*			*30 November 2001*		
Level	*Men*	*Women*	*% of women*	*Men*	*Women*	*% of women*	*Men*	*Women*	*% of women*
USG	24	3	11.1	25	2	7.4	30	3	9.1
ASG	20	3	13.0	22	3	12.0	33	4	10.8
D-2	78	18	18.8	75	21	21.9	87	21	19.4
D-1	209	65	23.7	194	77	28.4	231	97	29.6
P-5	483	200	29.3	498	230	31.6	592	252	29.9
P-4	868	414	32.3	883	456	34.1	1 192	548	31.5
P-3	737	480	39.4	783	526	40.2	1 083	649	37.5
P-2	299	249	45.4	257	275	51.7	370	328	47.0
P-1	5	9	64.3	2	6	75.0	9	19	67.9
Total	**2 723**	**1 441**	**34.6**	**2 739**	**1 596**	**36.8**	**3 627**	**1 921**	**34.6**

Source: Human Resources Planning and Management Information System Service.